2015
President's Annual Report

Continuous Progress
Toward Institutional Goals

Submitted to the
Itawamba Community College
Board of Trustees
May 11, 2015

Mr. Mike Eaton
President

President's Accomplishments Summary

1. **Instructional Services Goal**
2. **Student Support Goal**
4. **Campus Climate**
5. **Fiscal Goal**
6. **Growth Goal**
7. **Building Goal**
8. **Administrative Management Goal**
11. **Public Relations Goal**
12. **Cultural and Recreational Goal**
13. **Service Goal**

Mr. Mike Eaton

- ICC selected as one of the top 50 most affordable community Colleges.
- Contributed to the educational offerings through the wellsprings consortium.
- Development of the Dual Credit and Mini-Term initiatives.
- Development of the Employee of the Month award.
- Development of the LEAP Summer Bridge Concept.
- Development of Film Courses.
- Development of Public Health Courses.
- Development of Integrated Pathways.
- Development of the College Smartphone App.
    - Provided leadership in campus improvements of:
        - Renovation of cafeteria,
        - Approval for grant for new Band Hall and community safe shelter building, and
        - Construction of new Baseball dressing rooms.

President's Accomplishments Summary
Continued

  - Approval for Five-Year Master Plan for Tupelo Campus including construction of new Physical Plant building, new Student Services building and renovations of the Tech. Ed. Building.
  - Purchased additional properties adjacent to Fulton Campus: Rogers House and Amoco Service Station.
  - Approval and Receipt of $350,000 Blue Cross Blue Shield grant for 365 Well-Fit campus wellness program which will provide equipment, programming, and professional development to improve health and well-being of the faculty, staff, students, and community.
- Organized and hosted the dedication ceremonies for the ICC Historical Marker.
- Organized and hosted the twentieth annual ICC Bluegrass & Bar-B-Que Benefit Concert at Davis Event Center which raised $60,000 for the ICC Foundation.
- Organized and hosted the second annual Tour de'Tanglefoot bike ride on the Tanglefoot Trail starting in Pontotoc which raised $15,000 for the ICC Foundation.
- Organized and hosted the annual Homecoming Tailgate and Year-end Faculty/Staff Picnic.
- Hosted the Mississippi Community and Junior College State Board meeting.
- Hosted the Women In Higher Education (WHEM) Conference.
- Hosted the President's Open House during the Christmas holiday period for faculty, staff, and the public.
- Provided successful leadership for the College in the areas of fiscal management, academic instruction and student life.
- Served on and with the following boards and organizations :
  - MACJC President's Council,
  - MACJC Foundation,
  - MACJC Athletic Hall of Fame Committee,
  - North Mississippi Education Consortium,
  - Itawamba County Development Council,
  - Community Development Foundation,
  - United Way of North Mississippi, and
  - Regional Educational Superintendents Association.

Itawamba Community College

Institutional Goals

1. Instructional Services Page 1

The college will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

2. Student Support Page 21

The college will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

3. Technology Page 31

The college will use the latest and most appropriate technology to support and enhance all operations, programs and services.

4. Campus Climate Page 33

The college will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

5. Fiscal Page 35

The college will maintain sound financial management while focusing on programs and services vital to the mission of the college.

6. Growth Page 37

The college will strive to achieve an annual enrollment increase.

7. Building Page 39

The college will construct and improve facilities based on prioritized needs as funds become available.

8. Administrative Management Page 41

The college will provide quality administration and management to the educational and support services of the college.

9. Professional Faculty Page 43

The college will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

10. Human Resources Development Page 47

The college will provide appropriate training and professional development to maintain employee competence and productivity.

11. Public Relations Page 51

The college will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the college, both within the community it serves and the education community at large.

12. Cultural and Recreational Page 57

The college will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation.

13. Service Page 59

The college will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

Itawamba Community College

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Institutional Goals
With Accomplishments
In Support of Attainment of Goals

1. Instructional Services Goal

The College will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- Implementation of Dual Credit enrollment with in-district high schools.
- Peer reviewer for the Southern Association of Colleges Commission on Colleges.
- Southern Association of Colleges and Schools Accreditation Liaison.
- Member of the Articulation committee for institutions of higher learning and community colleges.

Division of Business Administration – Mr. Joe Williams, Chair

- Conduct certification classes and overseeing IRS certification tests for students.
- Renewed IRS certification through VITA.
- Assisted BancorpSouth in the preparation of tax returns for the public using IRS software.

Division of Communications – Dr. Ken Bishop, Chair

- Hosted its annual Articulation Conference for in-district high schools with **30** participants representing **10** area high schools. The Communications Division presented the programs, which included such topics as dual credit - what it is and how it is going, the establishment of the ICC Film Club, Phi Theta Kappa - what high school students need to know now, etc.

- The Communications Division hosted the 26th annual ICC Scholars' Bowl. Eleven area high schools participated, and scholarships totaling more than **$20,000** were awarded to the winning teams.
- **Morgan Cutturini, Keith Morris** and **Jon Armstrong** were instrumental in founding the ICC Film Club along with developing a new course – ENG 2613 – Film as Literature.
- **Dr. Ken Bishop** served on the SACSCOC On-Site Reaffirmation Committee for Wiregrass Georgia Technical College in Valdosta, GA, September 23-24, 2014.
- **Robin Lowe** was elected secretary for TYCAM - the two-year college English professional development organization for Mississippi, and she also received the Evelyn Webb Service Award presented by TYCAM.
- **Suzette Potts** chaired a statewide art and photography contest for homeschoolers through Mississippi State University, sponsored by the Mississippi Home Education Association.

Division of Computer Science – Ms. Delores Tull, Chair

- Sponsor of the ICC Computer Club.
- Managed a fundraiser in Fall 2014 for a Spring 2015 community service project and a community service project of creating computer-software-produced homemade Easter cards and a small gift for each of the residents of Charleston Place in Fulton.
- Took a small group of computer majors to visit both the University of Mississippi and the Mississippi State University campuses to enable students to visit with representatives of the Computer Science departments.
- **Delores Tull** served on the Advisory Committee at IAHS Vo-Tech and serves as lead for content and instruction for all CSC online courses.
- **Tammy Foster** and **Bradley Howard** attended the Mobile Learning '14 Conference.
- **Tammy Foster** attended "Creating Futures Through Technology Conference" in Biloxi in March.
- **Delores Tull, Bradley Howard**, and **Tammy Foster** assisted in the creation of Canvas course shells for Computer Concepts and Computer Applications, incorporated the use of SkyDrive (OneDrive) into most course curriculums and revised Programming, Computer Concepts and Computer Applications Lab Manuals.

Division of Fine Arts – Dr. Cass Patrick, Chair

- The saxophone quartet performed in Jackson during Legislative Appreciation Day and also played The Star Spangled Banner at a home basketball game.
- CenterStage performed at the Tupelo Furniture Market for the home show.

- The ICC wind band performed in concert as well as for the Northeast Honor Band Clinic.
- **Christy Colburn** and the music faculty combo performed for the Women in Higher Education conference.
- **Christy Colburn** performed "The Star Spangled Banner" on the saxophone at the Women in Higher Education conference.
- **Sheree Lence** is a member of the Starkville/MSU Symphony Orchestra and the North Mississippi Symphony Orchestra.
- **Sheree Lence** performed for elementary school children as the culmination of a program of fine arts studies designed to promote the integration of the fine arts curriculum with mathematics, languages and sciences; perform with community churches to promote the spiritual health of the congregations and perform with the community theatre orchestra.
- **Jessi Stevenson** serves on the Mississippi State University Department of Communication Alumni Advisory Board and as director of the Fall Dinner Theatre, "Getting Sara Married," by Sam Bobrick.

The Art Department

- Hosted three exhibitions per semester featuring both regional and nationally-acclaimed artists.
- Featured two art workshops by painters Robin Whitfield and Sylvain Chamberlain and ceramicists Michael and Laura Ashley.
- Organized educational field trips for art students to The Birmingham Museum of Art.
- ICC art students participated in the Community College State Art Competition in Meridian with three earning awards.

Division of Health, Physical Education & Recreation – Ms. Dana Hale, Chair

- Presented lecture on "Laughter Is the Best Medicine" at the WHEMN conference hosted by ICC, February 19 and 20.
- Presented an overview of the WellFIT 365 Blue Cross & Blue Shield Health and Wellness grant for an ICC professional development session.
- Wrote and was awarded a $355,048 WellFIT 365 grant for ICC from the Blue Cross & Blue Shield Foundation. The opportunity originated from a Blue Cross & Blue Shield Health and Wellness Summit during the fall semester. The University and College Health and Wellness Model is designed to support the development of health and wellness cultures that extend from campuses into the surrounding communities and schools. The grant period is from March 2015 to August 2016.

Division of Mathematics – Mr. Jeff Bates, Chair

- Hosted the MCTM District Junior High Math Tournament on the Tupelo Campus, March 16. Seven schools from the ICC district participated.
- Redesigned curriculum to move from four developmental classes to only two, which involved creating two new courses from the syllabus up.
- **Heather McCormick** read for the AP Stats examination for the fourth year (fifth year to be invited to read); received the Bennie Warren Outstanding Advisor award for the Mississippi/Louisiana Phi Theta Kappa region; and was nominated for the Distinguished Advisor award for Phi Theta Kappa (international award).
- **Bridgett Cash** served as a panelist for the Tupelo chapter of Phi Theta Kappa's STEM forum on December 4 regarding educational and career opportunities for women in the fields of science, technology, engineering and math.

Division of Natural Science – Mr. Creig Sherrer, Chair

- **Jada Mills** completed requirements for the Ph.D. in Science Education degree from the University of Mississippi.
- **Jada Mills** is a Vice president of the Fulton Campus Faculty Association and a member of the Wesley Foundation board.
- **Bob Swanson** participated in ICC's Leadership Development Institute; served as president of the Fulton Campus Faculty Association for the second year; coordinated a robotics recruitment presentation by Mannie Lowe from the Ole Miss Center for Math and Science Education; presented on Astronomy at the Shannon Middle School. (Feb. 2014); and participated in the Heliophysics Summer School at the University Corporation for Atmospheric Research in Boulder, CO, July 9-16, 2014.
- **Bob Swanson** was published in the Journal of Astronomical Education and Research, "No, Dog, No! Assessing Moon Phase Misconceptions Using Children's Literature" and coordinated a Backyard Astronomy presentation with a portable planetarium from Ole Miss for a talk entitled "Why Astronomy Is Awesome," November 11, 2014.
- **Tasha Thames** earned a Ph.D. in biology education from the University of Southern Mississippi and completed a two-year term as the site coordinator for the Women in Higher Education Mississippi Network.

Division of Social Science – Mr. Dean Burchfield, Chair

- Member of the Mississippi Historical Society program committee for the annual meeting in Corinth, March, 2015.
- **Dr. Janae Hagan** received the 2014 Mississippi Humanities Council Teacher award, 2015 NISOD Excellence award recipient, 2015 William Winter Scholar.

CAREER AND TECHNICAL INSTRUCTION – Mr. Tony Tice, Dean

- Wrote and received approval for a **$285,000** ARC Transportation Enhancement Program Grant. Automotive Technology, Diesel Technology and Collision Repair Technology used 100 percent of the funds for new equipment purchase.
- Worked closely with Workforce to engage potential employees to participate in internships for third and fourth semester students with a Make It In America grant.
- Utilized **$241,000** in Federal Perkins funds to enhance CTE programs with capitalized equipment and software.
- Purchased two new FANUC CERT Robot carts at the Belden Center, which makes ICC eligible to be a Certified FANUC training center. Two instructors will take the second level of FANUC classes for certification purposes.
- Attended an American Association of Community Colleges Workforce conference.
- Participated in Kellogg Foundation Grant meetings and have planned for curriculum changes to make ICC eligible to receive Kellogg grant funds.

Automotive Technology – Mr. Brad Crowder, Director

- Tied for first place for the highest scores in the state on CPAS.
- Received $125,000 of new equipment for program improvement.
- Partnered with Snap-On Tools as a certification center.

Child Development Technology – Ms. Holly Kirk, Director

- Donated books for Mattaw Children's Village in Kitale, Kenya in 2014, and Holly Kirk and her family delivered the books in the summer.
- Every student in the Early Childhood Education program took and passed the CPAS during the 2014 fall semester.

Collision Repair Technology – Mr. Dillon Baldwin, Director

- Highest CPAS scores in the state for both the first and second year students - Spring 2014.
- Added water-based paint mixing station, new frame machine and heated paint booth to better equip students with the knowledge to enter the collision repair workplace.

Diesel Equipment Technology – Mr. Jason Gholston, Director

- Received two Class 8 trucks from an ARC grant.
- Trans Power in Tupelo donated a Class 8 truck for training and purchased several new pieces of shop equipment.
- One student won the SkillsUSA competition in the 2014 spring semester and attended the National SkillsUSA competition in the summer.
- In the process of starting a hybrid program and will have wireless technology in the lab with iPads and Toughbook PCs.
- Has been offering Snap-On Multimeter certifications and encouraging students to take MVAC refrigerant certification.

Electrical Technology and Industrial Maintenance – Mr. Clay McNutt, Director, Ashley Brown, Director and Doug Ferguson, Director

- The Electrical Technology and Industrial Maintenance programs purchased three FANUC robot trainers and two virtual training stations. These types of robots are used in various manufacturing industries within ICC's district. The capital investment by ICC will positively impact student placement and success. Offering robotic training will not only maintain ICC as a major stakeholder in current local business and industry but also may act as a catalyst in attracting new business to locate within ICC's five-county supporting district.
- Electrical Technology offered ELT 1253, Branch Circuit and Service Entrance Calculations as an online course during the 2015 spring semester, the first Electrical Technology course ever to be offered in a virtual environment. Offering the virtual course has allowed evening students the opportunity to earn credit in a course that usually is not offered in that time period and has helped students who have conflicting schedules to earn credit toward graduation.
- Electrical Technology offered ROT 1113 Fundamentals of Robotics as a dual-credit course with local high schools. Students participate in the course through online coursework and face-to-face laboratory assignments hosted at ICC's Manufacturing Solutions Center in Belden. This course is designed to broaden the high school students' knowledge of advanced manufacturing opportunities within ICC's five-county district. Students also are involved in field trips to industries in the five-county district that utilize robots.

Forestry Technology – Ms. Emily Loden-Jones, Director

- For the fifth year in a row, ICC's Forestry program has maintained its status as the largest Forestry Technology program in the state.

- The program maintained a 100 percent CPAS passing rate for another year, ranking as one of the top programs in the state.
- The program has the highest transfer rate to a senior college of all programs in the state.
- ICC's Forestry Technology program students have participated in many volunteer programs during the past year, providing 100+ service hours. National Public Lands Day was spent at the Jamie L. Whitten Center and Campground clearing brush. The program cohosted the Itawamba County Landowner Field Day at the Crane Cabin in Bull Mountain Bottom. Students also helped the Mississippi Department of Wildlife and Fisheries and Park plant food plots on the Canal Section Wildlife Management Area.
- The students have been exposed to more than 50 outdoor lab exercises in courses offered by the program with many of them focusing on the forest industry in the state. The Mississippi Forestry Commission hosted a tree ID lab, survival audit training lab and Project Learning Tree Educators workshop (certifying all students as instructors for the program).
- Mississippi State University hosted a biofuels short course in which students enrolled, and students attended the annual meeting of the Producers and Suppliers Advisory Council.
- Students have also visited many forest industries and companies in the area including Bennett and Sons Logging LLC, Tombigbee Lumber and Graham Lumber.
- The Introduction to Forestry course offered by the program included nine area professionals who presented information about careers in forestry.
- Last summer, three students participated in highly sought-after internships with the Mississippi Department of Wildlife Fisheries and Parks and USFWS National Wildlife Refuge System.

Heating and Air Conditioning Technology – Mr. Chuck Spencer, Director

- One student scored second highest CPAS score in the state.
- Instructor is a NCCER Certified Instructor, FEMA Certified Responder and Toyota Certified Instructor.

Information Systems Technology – Dr. Delena Hukle & Ms. Cindy Layman, Directors

- **Cindy Layman** served as treasurer for BINaRE in 2014 and serves as an adviser to CPNA.
- Eight networking students are currently participating in the Make It In America grant.
- Cisco Netriders CCNA competition is open to all Cisco Networking Academy students. All fourth semester networking students participated in the competition in the spring of 2014. **Brandon Robbins** placed first in the state in round one

of the competition and advanced to round two, the final round. He was the only student in the state that advanced to the final competition between the United States and Canada. His final ranking was 37th out of 102 in the final round from a field of competitors that began with more than 1,000 students from both the United States and Canada.

- In April 2015, all second semester CNT students competed in the CCENT Netriders competition for first-year students.
- Two CNT students competed at Mississippi SkillsUSA in 2014. **Ben Bryan** competed in Computer Maintenance Technology, and **Brandon Robbins**, in Internetworking. Both placed first (gold) in the state and traveled to Kansas City in June 2014 for the national competition. At SkillsUSA, Bryan placed third (bronze) in the nation in Computer Maintenance Technology and obtained his A+ certification as part of his competition. Robbins finished 13th overall.
- Six networking students were scheduled to compete in SkillsUSA Mississippi the first week in March.

Interpreter Training Technology Program – Ms. Nikki Martin, Director

- The program is working with Tupelo Mayor Jason Shelton and his office to provide interpreting for city events, such as the State of the City address.
- Students have attended and provided interpreting services at deaf socials and other local organizations.

Law Enforcement – Mr. Bo Rowland, Director

- Expects to have increased graduation rate as well as success in job placement.
- One of the few technical programs selected for the new pilot program with workforce development.

Paralegal Technology – Ms. Jamie Hall, Director

- Expanded Paralegal Technology Internship program to include new agencies and law firms. Student interns have participated in the program during both the fall and spring semesters.
- Facilitated student involvement in the Wills for Heroes program, which was hosted by Lee County Young Lawyers in March. Students input information and shadowed attorney volunteers who drafted wills for first-responders of the Tupelo Police Department.
- Worked with local businesses and firms to place graduates in paralegal jobs.
- Presented information about Paralegal Technology at Career Short Takes.
- Member of the Mississippi Bar and Mississippi Paralegals Association and serves on the Mississippi Bar paralegal committee.
- CLE speaker at the Lee County Bar Association meeting in the fall.

Precision Manufacturing and Machining Technology – Mr. Barry Emison, Director

- 100 percent pass rate on 2014 CPAS and 100 percent placement in 2014.
- 10 of 12 sophomores participated in internship opportunities at seven different companies.
- Successfully implemented four hybrid CTE courses in PMMT.
- Successfully completed the fifth annual youth summer manufacturing camp in collaboration with CDF, Hawkeye Industries and the ICC continuing education division.
- **Barry Emison** was the recipient of the 2015 NISOD Excellence award.

Welding and Cutting Technology – Mr. Ron Brady, Director

- 100 percent retention rate and 100 percent placement in 2014.

HEALTH SCIENCE INSTRUCTION – Mr. Harold Plunkett, Dean

- **Cindy Orrick** completed continuing education courses in Better Business Writing, Email Management, Microsoft PowerPoint 2013 and Microsoft Excel 2013; presented for Astra Scheduler Training; and attended WHEMN conference.

Associate Degree Nursing - Dr. Donna Williams, Director and Associate Dean of Nursing

- Graduation rate for 2014 is 80.76 percent.
- State Board pass rate for first write for 2014 is 89 percent and for overall for 2014 is 93.4 percent.
- The Mississippi Associate Degree Nurse Pass rate for NCLEX-RN compared to national for 2014 is 79.26 percent currently.
- Mississippi Associate Degree Nurse Pass rate statewide for NCLEX-RN for 2014 is currently 80 percent.
- The job placement rate for 2014 is 100 percent.
- Students have represented nursing in the Honors Night celebration, Hall of Fame, McCarty Scholarship, Mississippi Nurses Association scholarship, 40&8 scholarship and others.
- The AD nursing faculty consists of six doctoral-prepared nursing faculty and 12 masters-prepared nursing faculty, with four working toward the doctorate degree.
- 100 percent of all AD Nursing faculty are members of Mississippi Organization of Associate Degree Nurses (MOADN).
- Associate Degree Nursing participated in community service activities including the food drive, Safe Haven, coat drive, toy drive, Live Well challenge for NMMC/ICC and the Breast Cancer Awareness pink zone basketball game at ICC, New Health Science Education Center contributions and ICC Alumni. More than 2,000 hours were logged for community service.
- **Dr. Kristi Dempsey** is the Medical/Surgical curriculum coordinator; a member of Alabama Board of Nursing since 1998; and a current member of NOADN and MOADN.
- **Dr. Kristi Dempsey** serves on curriculum committee and admission, progression, readmission and graduation committee and coordinated student nurse participation in Marian-Cocke Elvis Presley charity event memorial dinner benefiting Itawamba Agricultural High School.
- **Dr. Kristi Dempsey** is a 2014-current - presenter/instructor for Kaplan NCLEX board review.
- **Joy Hand** is currently enrolled in Ida V. Moffett School of Nursing at Samford University for Doctor of Nursing Practice.
- **Shawna Langford** has PRN status in critical care and resource pool at the North Mississippi Medical Center and is a member of Sanctuary Hospice Junior Auxiliary.

- **Dr. Tamar Lucas** is the Coordinator of Fundamentals of Nursing since 2010 and has developed and implemented an online nursing course in nursing leadership. She served as student adviser for the Mississippi Organization for Associate Degree Nursing Students (MOSA) since 2004.
- **Dr. Tamar Lucas** reviewed the publication Medical - Surgical Nursing, 12th edition by Smeltzer, Bare, et al. and will have her dissertation published in 2015 ("Relationship Between Skills for Nursing Success Course and Students' Success at a Mississippi Community College").
- **Angie Morris** is the current Chair of the Nursing curriculum committee; is a course coordinator for Family Centered Nursing Care and the Nurse Externship program. She is also a member of the Mississippi Organization for Associate Degree Nurses and the Mississippi Nurses Association.
- **Robin Phillips** is an adviser for the Student Nurses organization since 2005; a MSII course coordinator since 2011; and a member of the Mississippi Organization for Associate Degree Nurses since 2004. She presented for Rinehart and Associates NCLEX Board reviews and the Mississippi Organization for Associate Degree Nurses convention in Pearl.
- **Robin Phillips** is a part-time/PRN critical care and step-down critical care staff nurse at the North Mississippi Medical Center and is currently enrolled in the Ida V. Moffett School of Nursing at Samford University for Doctor of Nursing Practice degree.
- **Dr. Mary Fleming-Parker** is the designated education unit liaison for the North Mississippi Medical Center/ICC; is currently enrolled in the Ida V. Moffett School of Nursing at Samford University for the Doctor of Nursing Practice degree and is a member of the MNA and MOSA. She is a certified Family Nurse Practitioner who works part-time for North Mississippi Medical Clinics and is the Chair of the admission, progression, readmissions and graduation committee.
- **Dr. Mary Walden** coordinated student participation for Komen Race for the Cure in October 2014.
- Heather Hancock maintains current nursing/nurse practitioner license in the State of Mississippi and is a member of the Mississippi Nurses Association and the state and national Organization of Associate Degree Nursing.
- **Dr. Earnest Agnew's** doctoral project is now posted on the Doctorate of Nursing Practice Wall of Fame and is a NLN Ambassador for ICC/Nursing. She presented at the Sigma Theta Tau International Conference in November 2014.
- **Toni Armstrong** serves on the Learning Resources and Excellence in Teaching committees and on the departmental committees of AD Nursing Faculty committee and AD Nursing Educational Resources committee. She maintains part-time nursing employment as RN for NMMC Home Health Division, Fulton branch and is currently enrolled in Ida V. Moffett School of Nursing at Samford University for Doctor of Nursing Practice degree.

- **Mallory Pennington** is an active member of American Health Information Management Association (AHIMA) and Mississippi Health Information Management Association (MSHIMA) and serves as secretary of the Northeast Mississippi chapter. She is currently enrolled in the Health Informatics and Information Progression program at the University Of Mississippi Medical Center.

Practical Nursing - Dr. Donna Williams, Director and Associate Dean of Nursing

- Graduation rate for 3014 is 96 percent.
- State Board pass rate for 2014 is 87.5 percent.
- Job placement rate for 2014 is 95.8 percent.
- Won multiple awards during competition during the convention in May 2014.
- Performed more than 400 hours of community service during 2014.
- Students and faculty participated in the emergency preparedness event with the Tupelo Police Department and Lee County Sheriff's Department at the Tupelo airport in 2014.
- **Lisa McNeese** is working toward the Master of Science degree in nursing at the University of North Alabama.
- **Tammy Jones** is working toward the Master of Science degree in nursing at the University of North Alabama.
- **Lisa Pearson** is working toward the Doctor of Nursing Practice degree from Union University.
- **Pat Robbins** serves as the state nurse liaison for the American Red Cross and is the recipient of the Meritorious Achievement award in May 2014.

Health Information Technology – Ms. Donna Vaughn, Director

- Health Information Technology (HIT) graduates for 2014 first-time write had a 90 percent pass rate, well above the national rate of 67 percent, which is in large part due to a new course in the curriculum that started in the spring of 2014. Certification Fundamentals is geared toward reviewing and taking practice tests to prepare for the registry examination.
- The HIT hybrid program began with two courses in the 2014 fall semester for freshmen and included two additional courses.
- The HIT job placement rate for 2014 graduates is 90 percent.

Occupational Therapy Assistant Technology – Ms. Suzanne Chittom, Director

- First attempt pass rate on national boards is 100 percent.
- Employment rate within three months of graduation is 100 percent.
- Active membership in the Mississippi Occupational Therapy Association is 100 percent.
- **Suzanne Chittom** achieved successful completion of the 2015 annual report for accreditation and was inducted into the National Association of Professional Women, 2015.
- **Dee Dee Lomenick** will attend the Fieldwork Educators Certificate workshop, April 15-16.

Paramedic – Ms. Debbie Roebuck, Director

- EMS Paramedic students volunteered at Camp Breeze Easy in June for their community project and in a mock disaster and participated in a cadaver lab during the trauma conference hosted by the North Mississippi Trauma System.
- **Debbie Roebuck** and **Kristi Glasson** attended the North Trauma Care regional conference and participated in cadaver lab training and the Emergency Medicine Symposium in January; traveled to Ripley, Eupora, Booneville, Corinth and Iuka to implement the mandatory paramedic refreshers; and hosted three separate sets (48 hours each) of the same refresher training at the Belden Center for local paramedics.

Physical Therapist Assistant Technology - Dr. Tom Hester, Director

- Graduation rate for 2014 is 100 percent.
- Board exam pass rate for 2014 is 100 percent.
- **Tom Hester** was appointed by the Governor's office to serve as a member of the Mississippi Board of Physical Therapy
- **Cheryl Ware** served this year as a PTA Program On-Site Review Team Leader for the Commission on Accreditation in Physical Therapy Education (CAPTE).

Radiologic Technology – Mr. Paul Crum, Director

- Graduation rate for 2014 is 95 percent which exceeds the state/national average.
- Members of the ICC Radiologic Technology program finished second among state programs at the 2014 MSRT Student Prep Bowl competition.
- **Maegan Stanphill**, a second year ICC Radiologic Technology student, represented the MSRT as a student delegate at the ASRT national convention in June, 2014.
- Job placement rate for 2014 based on JRCERT standard is 100 percent.

Respiratory Care Technology – Mr. Jim Newell, Director

- Placement rate is 93 percent for 2014 graduates.
- Board pass rate is 93 percent for 2014 graduates.
- Hosted the Mississippi Hospital Association/Mississippi Department of Health workshop on "Decontamination in the Healthcare Setting" in October, 2014. During this program, training was provided by local fire, paramedic and law enforcement on how to set up a decontamination unit for chemical spills, etc.
- Will host an Asthma Education Certification Review in April, 2015 in conjunction with the North Mississippi Women's Hospital. This course is designed to prepare healthcare workers/school nurses to take the Asthma Education Certification.

Surgical Technology – Ms. Tonya Davis, Director

- Program director and lab/clinical instructors wrote two chapters each in the Multistate Academic and Vocational Curriculum Consortium.
- Part of the Association of Surgical Technology Galaxy Award recipients.

DISTANCE LEARNING INSTRUCTION – Dr. Michelle Sumerel, Dean

- The eLearning program integrated an online tutoring assignment in 50 percent of the model shells.
- The program implemented new developmental English and math classes.
- The program piloted a retention strategy utilizing AspirEDU to target at-risk students in online classes.
- **Dr. Michelle Sumerel** earned the Ph.D. degree and will graduate May 8 from Mississippi State University and is president-elect of the MSVCC eLearning Coordinator Association and attends monthly meetings.
- **Dr. Sumerel** attended the CTE conference in Jackson; the SACS annual meeting in Nashville, Tenn, December 6-9, 2014; and the APHA annual meeting in New Orleans, La., November 15-21;
- **Dr. Sumerel** is a member of the MCCB Chief Academic Officers organization and the Education Policy Fellowship Program; presented at the CFIT pre-conference and conference in Biloxi, March 3-6, and at the MSVCC eLearning Association retreat, September 16-18, 2014; and attended the MAC conference in Columbus, October 6-7, 2014 and the Summer Data Conference.
- **Jill Coker** launched "Meet the Instructor" for online speech and developmental English students; piloted Net Tutor Referral system in developmental English classes; and participated in Blue Jeans Network Web conference.
- **Stacey Hughes** serves on the eLearning Technology committee and attended Adobe Premiere Pro CC and After Effects software training in Atlanta, Ga. in February.
- **Martha Dye** attended the Enrollment Tool Reveal, February 4.
- **Violet Gholston** will complete requirements for the Bachelor of Science degree from the University of Mississippi with academic honors (Gamma Beta Phi and Alpha Lambda Delta) in May 2015 and attended the Enrollment Tool Reveal, February 4.
- **Denise Gillespie** was named coordinator for eLearning and Dual Credit and selected as an ICC Lamplighter honoree and attended the conference in September and as a NISOD Excellence award recipient and will present at the NISOD conference in Austin, Texas in May.
- **Denise Gillespie** presented at the CFTT conference in Biloxi, March 3-6, 2015 and is a member of the MSVCC eLearning Coordinators Association and attends monthly meetings.
- **Jamie Hall** serves on the Mississippi Bar Paralegals committee, attended continuing legal education (CLE) seminars and attends Lee County Bar meetings; was the speaker at the Lee County Bar Association in the fall; and attended the Mississippi CTE Summer Conference in Jackson.

- **Jamie Hall** is a member of the Mississippi Bar and Mississippi Paralegals Association; expanded the Paralegal Technology Internship program to include new agencies and law firms; and facilitated student involvement in the Wills for Heroes program hosted by the Lee County Young Lawyers in March.
- **Tim Huckaby** performed with the Tupelo Symphony Orchestra and consulted and taught Mantachie High School's pre-school drum and band camps and assists through the marching season.
- **Holly Kirk** was named program director for Early Childhood Technology and traveled to Kitale, Kenya where she delivered books donated by the Early Childhood Education students for Mattaw Children's Village.
- **Holly Kirk** attended the CDT curriculum revision meeting in Jackson in October.
- **Brandi McCraw** received the Red Rose A.J. and Elinor Comfort Memorial Scholarship; completed requirements for the Master of Arts degree in teaching at Mississippi State University; and presented at the CFTT conference in Biloxi, March 3-6.
- **Lynn Millender** coordinated CRJ student organization participation in the Student Involvement Fair on the Fulton and Tupelo campuses and coordinated the tailgate event prior to ICC vs EMCC for Impact Kids from First United Methodist Church in Amory.
- **Lynn Millender** published the fall 2014 edition of The Bullet; presented to Fall Advising Seminars for Criminal Justice students on both the Fulton and Tupelo campuses; and coordinated guest speakers for Criminal Justice and Law Enforcement Technology students including Officer Ray Hall with the Mississippi Highway Patrol and Chris Counts (elder abuse).
- **Rachel Mitchell** was selected and participated in the ICC Leadership Development Institute.
- **Dr. Laura Pannell** served as the co-chair of elder coalition for training at the Mississippi Law Enforcement Academies where she was instrumental in developing a four-hour curriculum that is now required for all full-time law enforcement training programs in the state.
- **Dr. Laura Pannell** is a member of the Mississippi AARP Executive Council, American Psychological Association, Southern Gerontological Society and Friends of North Mississippi State Hospital and was selected as the 2014-15 ICC HEADWAE recipient.
- **Dr. Laura Pannell** serves on the North Mississippi State Human Rights Advocacy committee and the Northeast Mississippi Alzheimer's Walk committee, the Mississippi Leadership Council on Aging and Alzheimer's Planning Council - Department of Mental Health State of Mississippi - as a state appointee and the board of directors of the Mississippi Gerontological Society.

- **Dr. Laura Pannell** presented Elder Abuse: Signs, Symptoms, Interventions for First Friends annual conference in Amory; at the 2014 annual Mississippi Chief of Police Association conference in Oxford, the annual Mississippi Alzheimer's and Related Disorders conference in Meridian and the 2014 annual Mississippi Sheriffs Association conference in Biloxi and contributed four meditations to the new book, "Seasons of Caring: Meditations for Alzheimer's and Dementia Caregivers."
- **Joahn Summers** was named lead online instructor for math; facilitated the integration of Wiley Plus into Canvas to automatic testing in trigonometry; and implemented instructors adding grades into Canvas from MyLabsPlus for all online math classes.
- **Tequila Sunrise** attended the Women in Higher Education Mississippi Network conference, February 20-24; the CFIT conference in Biloxi, March 5-7; the eLearning Association retreat, September 16-18, 2014; the Adobe Premiere Pro CC and After Effects training in Atlanta, Ga., February 2-5; and attend eLearning coordinators monthly meetings.
- **Tequila Sunrise** serves on the eLearning coordinator's technology committee, ICC eLearning committee, eLearning strategic committee and chairs the eLearning quality committee.
- **Tequila Sunrise** completed Class Climate software training in Tupelo, August 26-27, 2014 and is a member of the MSVCC eLearning Coordinators Association, MBUG, AEOP, WHEMN and Tupelo Young Professionals.
- **Bob Swanson** participated in ICC's Leadership Development Institute; provided outreach with an astronomy presentation at Shannon Middle School; and coordinated a robotics recruitment presentation by Mannie Lowe (from Ole Miss's Center for Math and Science Education), May 3, 2014.
- **Bob Swanson** was named Lead Online Instructor Physical Science in January, 2015.
- **Beth Tuck** attended the WHEMN conference and the curriculum realignment meeting in Senatobia, October 10, 2014.

2. Student Support Goal

The College will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- Buddy Collins earned the Ph.D. degree from Mississippi State University.
- Sixty-eight sophomores were selected to Who's Who Among American Junior Colleges.
- **Sam Ivy** of **Ecru** and **Rebeca Torres** of **Houston** were elected as Mr. and Miss Itawamba Community College for 2014-15.
- Continued to operate shuttle service between the Fulton and Tupelo campuses.
- Continued personal counseling services for students with the utilization of an off-campus professional.
- Honorees for Homecoming 2014 (October 25) included **Dr. Amanda Pitts-Summers**, Alumnus of the Year; and **Dr. Ketra Armstrong** and **Butch Thompson**, Athletic Hall of Fame. Members of the court included **Molly May**, queen; **Laura Coker** and **Alicia Tubb**, Fulton Campus sophomore maids; **Brittany Allen** and **Terika Green**, Tupelo Campus sophomore maids; **Lauren Collier** and **Memory Woods**, Fulton Campus freshman maids; and **Toni Byars** and **Aly Towery**, Tupelo Campus freshman maids.

Advising – Ms. Mande Miller, Director

- Coordinated the College Fairs on both the Tupelo and Fulton campuses.
- Collaborated with Phi Theta Kappa to promote the implementation of C4 – a commitment to graduate from ICC at all three locations.
- Collaborated with the Student Success Center, Writing Center and PACE and sponsored a Student Involvement Fair on both the Fulton and Tupelo campuses.
- Offered 20 student seminars covering a variety of topics related to advising, developing an educational plan and preparing students for their future educational goals.
- Utilized social media to promote academic advising – 90 posts each on Twitter and Facebook and 20 posts on Instagram.
- Offered 10 professional development opportunities for faculty and staff advisers.
- Merged with office of Student Affairs to create Advising and Career Services.

- Implemented a system to enroll At-Risk Students in LLS 1412-Improvement of Study for the spring term to increase retention.
- Continued collaboration with TIS to implement an enhanced Advising Portal to reflect in our assessment of Advising.

Supportive and Disability Services – Mr. Marcus Simmons, Director

- With funding from MDE, the department and ICC held the annual Career and Technical Scholars Awards Luncheon on the Tupelo campus last May. Approximately 200 students were presented with Scholar Medals or certificates for obtaining a score of 80 percent or higher on the MS-CPAS test for their areas of study. The event honors ICC second-year students completing their programs and area high school students from all seven Career and Technical Centers in the district.
- The Student Services (Special Populations) department has implemented an online professional development training program, which can be used for professional development at ICC and also for CEUs to be applied in renewal of the Mississippi State Board of Education licenses. Numerous topics will be provided to instructors and staff to help them understand and better serve students with disabilities.

Learning Resource Center – Dr. Glenda Segars, Director

- Served as a member of the Mississippi Library Commission Board of Commissioners (appointed to the Board by Governor Haley Barbour).
- Served as a member of the Lee/Itawamba Library Board of Trustees (appointed to the board by the Lee County Supervisors).
- Served on the Mississippi Broadband Connect Coalition, appointed by Governor Haley Barbour, and the Northeast Mississippi Broadband Advisory Council.
- Represented Mississippi at the annual Library Legislative Day at the Mississippi Capitol and at the American Library Association National Library Legislative Day activities in Washington, D.C.
- Library staff conducted **111** library instruction sessions for **1,950** students.

From July 1, 2014, through January 31, 2015

- **13,125** students utilized the Internet services in the Fulton Campus LRC and
- **33,371** students received services in the library.
- **10,273** students utilized the Internet services in the Tupelo Campus LRC and
- **19,238** received services in the library.

- LRC staff has continued to revise and upgrade the Learning Resource Center website to improve access to online resources for traditional and online students.
- Partnered with the Community Relations Department to have ICC yearbooks from 1948 -2014 digitized for archival purposes. All yearbooks can now be viewed online from the ICC webpage.

Subscriptions:

  - Films On Demand, an online collection of 8,900 full-length videos and 104,000 video clips to benefit online and traditional students.
  - A.D.A.M., an online, interactive anatomy program, designed for use by allied health classes
  - "Pro-Quest Nursing Journals" and CINAHL to provide full-text online resources for AD Nursing students and other allied health programs.
  - Ebsco's E-Book Collection for Community Colleges, which added 40,000 titles to the electronic-book collection to benefit online and traditional students.

- All LRC staff participated in the ICC Fall 2014 Student Involvement Fair.

PACE – Mr. Marty Cooper, Director

- PACE instructor Diann Nichols graduated from the ICC Leadership Development Institute.
- PACE students conducted a 5K/10K race and raised **$6,000** for the ICC Foundation for scholarships. In addition, the students raised **$2,500** for the Diabetes Center in Tupelo to provide community awareness of diabetes.
  - Increased retention rate - higher rates for the third consecutive year.
  - Increased persistence rate - higher average hours passed for first-semester freshmen. (Higher average GPA for first-semester freshmen, lower average courses dropped for first-semester freshmen).
  - Decreased financial aid warning/probation - Lower academic and financial aid probation rate.
- PACE students participated in football and basketball nights, a fine arts activity and other campus activities/events to promote the importance of campus involvement.
- PACE program offered 54 sections of courses in traditional, evening and eLearning settings with 20 different instructors to provide students the best opportunity for them to take the course.
- PACE increased the number of computers in each PACE classroom to assure each student was provided an opportunity in online opportunities.

Student Success Center – Dr. Bronson Prochaska, Director

- Serves on the following ICC committees: Curriculum, Behavior Intervention Team, Honors Council, Summer Bridge program, Financial Aid Appeals.
- Served on the steering committee for the WHEMN Conference hosted by ICC.
- Made presentations to athletic recruits and parents highlighting academic support services offered by the College.
- Collaborated with the Student Government Association and Phi Theta Kappa to sponsor a "Food for Families" drive at all three college locations, pitting ICC against Northeast Mississippi Community College in a friendly rivalry competition to collect the most canned food items.
- Offered tutoring in **31** subjects for ICC students on the Fulton and Tupelo campuses.
- **475** students participated in Exam Cram sessions each night before final exams in December in the Fulton Campus Student Success Center with extended hours until midnight. Snacks, popcorn and coffee were served.
- **Dr. Bronson Prochaska** and **Regina Moffett** serve as instructors for the PACE classes.
- Collaborated with Phi Theta Kappa to host Mid-Term Madness in the Fulton Campus Student Success Center to assist students in preparation for their exams.
- Established a tracking system for student-athletes using the Success Center as a means for helping them become successful in their college coursework and achieve a balance between classwork and athletics.
- Hosted the second annual Student Involvement Fair on both the Fulton and Tupelo campuses to introduce students to campus organizations and encourage involvement. All college organizations were represented and provided information about membership.
- Responsible for the College's Early Alert Referral System, an early intervention program designed to provide intervention for students referred to the system by faculty/staff for academic/personal reasons. More than **2,000** alerts have been submitted thus far during this school year (Fall 2014 - 758 and Spring 2015 - 315 and counting)
- Participated in the Housing department's training for resident assistants by offering a training session explaining the Early Alert Referral System and the importance of recognizing students in need of assistance on campus.

Writing Center – Ms. Anna Britt-Begnaud, Director

- Conducted **1,073** face-to-face consultations during the fall semester.
- Consulted online with **561** students during the fall semester.
- President of the Fulton Campus Faculty Association.

- Chair of the Honors Council.
- Co-chair of the Two-Year College English Association Mississippi Chapter.
- Vice-chair of the Mississippi Writing Center Association.
- Two-year college representative for the International Writing Center Association board.
- Hosted ICC's fourth annual National Day on Writing, which included **67** submissions from ICC students, faculty and staff and **127** submissions from art and English students from nine high schools in ICC's five-county area.
- Presented a competition writing workshop for **42** LPN students. Conducted a writing workshops for LPN students submitting essays for this year's competition. Three of last year's workshop students received first, second and fourth places in the competition.
- Presented **9** writing workshops on issues of college writing on both the Fulton and Tupelo campuses.
- Presented "Write Here; Write Now: Quality Enhancement Plans Can Be Good!" at the University of Mississippi Transitioning to College Writing Symposium and "inclusive Responsivity: Building a Collaborative Foundation for Advancing Literacy Practices - a Panel Proposal for the 2014 Watson Conference," at the Watson Conference for Rhetoric and Composition, October 2014, in Louisville, Kentucky.

Admissions and Records – Ms. Cay Lollar, Director & Registrar

- Admissions/Records had perfect Mississippi Community College Board admissions audits for fall 2014, spring 2014, and summer 2014.

Activities February 1, 2014-January 31, 2015

- **4,850** transcripts from other colleges and high schools were received, scanned and processed for ICC students.
- **12,932** letters were sent to ICC applicants.
- **9,485** applications for admission were processed and scanned for students by admit code.
- **2,398** ICC transcripts from other colleges were evaluated and articulated.
- **319** took the Residual ACT on the Fulton Campus.

- **181** grade changes were processed for students during 2014.

Summer 2014

- **1,520** current student records were set up for students enrolled

Fall 2014

- **6,228** current student records were set up for students enrolled.

Spring 2015

- **5,492** current student records were set up for students enrolled.

- **1,294** Degrees/Certificates were awarded to 1489 students:
  - **811** Degrees/Certificates awarded -- May 2014
  - **161** Degrees/Certificates awarded – summer 2014
  - **244** Degrees/Certificates awarded -- December 2014
- **43** (summer 2014) and **104** (fall 2014) students who failed to meet admission requirements were contacted. These contacts were made by phone, mail and classroom visits. Admission requirements must be met to continue as an ICC student.
- **8,786** Excessive Absence Forms were processed in 2014:
  - **4,113** Forms Spring 2014 – **3,897** Students
  - **190** Forms Summer 2014 – **167** Students
  - **4,483** Forms Fall 2014 – **4,173** Students
- **2,445** Readmission Forms were processed in 2014:
  - **1,348** Forms Spring 2014 – **816** Students
  - **44** Forms Summer 2014 – **36** Students
  - **1,805** Forms Fall 2014 – **917** Students
- **1,614** No Shows were processed in 2014:
  - **633** Forms Spring 2014 – **314** Students
  - **117** Forms Summer 2014 – **79** Students
  - **864** Forms Fall 2014 – **342** Students

Dual Credit/Dual Enrollments for Spring 2014, Fall 2014, and Spring 2015

- **381** Classes
- **299** Students
  - **275** Dual Credit Students, Spring 2014
  - **24** Dual Enrollment Students, Spring 2014

Housing – Mr. Chad Case, Director

- Wi-Fi in all seven of the residence halls was completely upgraded.
- In the fall of 2014, the residence halls were at full occupancy.
- In the near future, the Housing office hopes to have housing applications and room claim/reclaim forms for the students to access online.
- Resident managers now have their own ICC phone number and ICC voicemail.

Student Affairs – Dr. Brad Boggs, Director

- Summer 2014 – Student Affairs hosted various QuickConnect orientation sessions on the Tupelo and Fulton campuses throughout the summer, up until open registration. This initiative provided new students many convenient opportunities to ensure they have a successful start to their college endeavors.
- June and July 2014 – The offices of Student Affairs presented Freshman Orientation sessions to May 2013 high school graduates. Student Affairs personnel presented information, advised and registered all incoming freshmen during these sessions.
- The office of Student Affairs successfully completed the transition of advising back into its department. A plan was developed and approved to restructure some staff members effective Fall 2015 to better serve the needs of new and current students more efficiently and effectively.
- Fall 2014 – The Tupelo Campus Student Government Association worked with the local Salvation Army to serve 50+ angels, which were on a campus Angel Tree.
- January 2015 – Student Affairs hosted registration sessions for the spring 2015 semester at the Amory, Houston and Pontotoc WIN Job Centers, taking ICC registration on the road.
- February 2015 – Both Student Government Associations sponsored Black History programs to commemorate Black History Month. The Tupelo speaker was Ramon Gary of Tupelo, former Mr. ICC and all-state basketball player. While at ICC, he earned a degree in physical therapy assistant technology and has been employed as a PTA for seven years at North Mississippi Medical Center. The Fulton Campus speaker was **Carrie Ball-Williamson**, director of Athletics at ICC. She is in her 22nd year at the College and has coached both women's basketball and softball. Her honors include the National Junior College Athletic Association Loyalty Award and induction into both the ICC Athletic Hall of Fame as well as the Mississippi Community College Sports Hall of Fame.

- Student Affairs personnel conducted phone call campaigns before the start of each semester in an attempt to recover eligible students that were previously enrolled at ICC, but had failed to sign up for classes.

Student Recruitment & Scholarships – Mr. Larry Boggs, Director

- Combined efforts of the Advising Department and Student Recruitment will better serve the needs ICC students. Certain staff members have been designated as recruiters to reach out more and focus on the recruiting mission of the College, and others are designated as advisers to handle the advising, registration and counseling needs of new and current students.
- Increase of recruiting presence, for high school seniors, but also targeted freshmen, sophomores and juniors at area high schools and vocational centers. Exposing students to ICC at an earlier age should make them more aware of the College and the benefits of attending and make them easier to recruit as seniors. It will also help promote the career and technical programs and inform students about dual enrollment/dual credit opportunities.
- Implemented programs and strategies to identify adults who desire to return or begin college and to connect them with an ICC recruiter or adviser to assist in the process.
- Responsible for the scheduling and operation of ICC's Automated Manufacturing Mobile Lab. During the 2014-15 school year, the ICC Mobile Lab was scheduled for more than **28** dates at festivals, elementary schools, middle schools, high schools and vocational centers. More than **3,500** individuals ranging in age from 12-70 toured the lab.
- Created a recruiting portal known as Scout on ICC's website. Potential students can access needed information about the admissions process, student aid and scholarships, housing, campus tours and more. More than **2,500** campus tours have been scheduled by potential students through Scout this year.
- Redesigned, student-led Freshman Orientation continues to be successful with 99.9 percent of the **1,485** students who attended indicated that they had a great experience at orientation.
- Offering the first-ever Honors Orientation for seniors who score a 24 or better on their ACT. The opportunity to schedule classes early, before any other high school students, is a great reward for these high-achieving students. Honors Orientation is scheduled for April 15 at the Fulton Campus.

Financial Aid – Mr. Bob Walker, Director

- Recognized by the U. S. Department of Education as a participant of the Quality Assurance Program for Federal Student Aid Offices.
- Attempting to implement all Federal Student Aid regulatory changes.
- No audit findings.
- Disbursed $22,270,780 in Federal Student Aid for 2013-14.
- Member of the U.S. Department of Education's Quality Assurance Division.

State Aid

- Disbursed $605,000 in State Student Aid in 2013-14.
- ICC has awarded more State aid to more students than any community college in Mississippi, including 22 eminent scholars.

Veterans

- Yellow Ribbon School.
- Program of excellence executive order 13607.
- Participating in the VRAP program.
- One audit Finding.
- Served approximately 300 soldier students receiving military education benefits for 2013-14.
- ICC is now a member of the Service members Opportunity Colleges Consortium, through which it ensures service members and their family members share in appropriately accredited postsecondary educational opportunities available to other citizens. Flexibility of programs and procedures particularly in admissions, counseling, credit transfer, course articulations, recognition of non-traditional learning experiences, scheduling, course format and residency requirements are provided to enhance access of military students and their family members to higher education programs.

County Tuition Grants

- Disbursed $515,000 in county tuition grants in 2013-2014.

3. Technology Goal

The College will use the latest and most appropriate technology to support and enhance all operations, programs and services.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Telecommunication & Information Services – Mr. Allen Coleman, Director

- Completed **1,560** work orders.
- Created a new myCampus portal for internal administrative systems; a new Health Science Application Management system; and a new sign in management system for Writing Center, Student Success Center and Advising Center.
- Launched an official ICC mobile app.
- Completed **235** webpage change requests.
- Installed various Banner upgrades.
- Installed new server for the Office of Strategic Planning and Assessment for Class Climate application and a new server for ProAssessment software.
- Implemented new Active Directory federated infrastructure to allow for single sign-on capabilities.
- Upgraded all cloud servers to latest OS version and all Fulton vhost servers to the latest OS version.
- Installed new email spam protection device.
- Designed and implemented comprehensive technology infrastructure upgrades for all residence halls including network infrastructure and wireless - Pontotoc, Lee, Chickasaw, Itawamba, Monroe Annex, Monroe and Sheffield.
- Designed and implemented comprehensive technology infrastructure for three classroom buildings including network infrastructure, wireless and voice-over-IP telephones - Natural Science, Academic, Humanities.
- Added support for a secondary Internet circuit.
- Replaced **13** computers in Belden room 603 with new computers; **13** computers in Belden room 606 with new computers; and **17** computers in Belden room 625 with new computers.
- Upgraded **21** computers in Belden room 601.
- Added **8** new computers in Belden room 112; **20** new computers in Belden room 111 and **4** new computers in Belden room 115.
- Deployed Windows 8.1 on **13** computers in Belden room 318.
- Hung a total of **8** flat-screen TVs for signage, conference room and SmartLab.
- Added wireless access points in Belden rooms.

- Upgraded lab in AEC 142 in Tupelo with new network cable, **31** computers, one printer and a projector with SmartBoard.
- Replaced **12** computers in AEC 132 in Tupelo and **25** computers at the Houston WIN Job Center.
- Installed network connections, **31** new computers and a projector with SmartBoard in Purvis 115 in Tupelo; network connections, **31** new computers and a projector with SmartBoard in Purvis 116 in Tupelo; and **2** cameras for Physical Plant outside area on the Tupelo Campus.
- Built a new open lab image and deployed it on all open lab computers on the Tupelo Campus.
- Upgraded servers at all WIN Job Centers.
- Migrated legacy phones to voice-over-IP phones.
- Installed **200** computers in the renovated Academic, Language and eLearning buildings in Fulton and projectors and printers in all areas of the renovated Academic building in Fulton.
- Relocated Community Relations department, the Housing Department and the Advising Center, all on the Fulton Campus.
- Installed new student printing system in the Humanities lab on the Fulton Campus.
- Relocated computers from AEC 134 to Student Support Center 103.
- Replaced computers in Student Support Center 106.
- Installed new network switches in AEC 124 and AEC 134 and deployed Windows 8.1 on computers in AEC 124 and AEC 134. Replaced all wireless access point in AEC and replaced **25** computers in AEC room 134.
- Reimaged all computers at each WIN Job Center.
- Replaced **21** computers in the lab at the Amory WIN Job Center.
- Installed **21** new computers in room 318, battery backup in server room, and network cabling for a new Smart Lab in the Belden Center.

4. Campus Climate Goal

The College will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- In cooperation with the Community Relations Department, distributed electronic newsletter, PARENTNOTES, monthly to parents/guardians of students who participated in 2013 and 2014 summer orientation sessions.
- Published the annual OCR compliance ad in the Northeast Mississippi Daily Journal in August 2014.
- Coordinated volunteers and facility setup for the 19th annual Bluegrass concert, February 28, 2015.
- Honored both current and past members of the armed forces during a successful Military Appreciation Night at the Fulton Campus, September 11.
- Assisted with the coordination of Commencement ceremonies.
- A $355,048 WellFIT 365 grant from the Blue Cross & Blue Shield of Mississippi Foundation will provide new cardio equipment including spin bikes, a nine-week health and nutrition program each semester and a youth summer health and wellness camp.

Campus Police – Chief Ricky Brasel

- All campus police officers are now equipped with body cameras.
- Officers at all locations have Tasers for less lethal force.
- Ballistic shields have been ordered for officers.
- On December 19, 2014 a mock training drill was conducted on the Tupelo Campus involving a fire and a bomb in the Health Science Education Center. Included in the training were the Tupelo Fire and Police departments along with Tupelo Campus faculty and staff members.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- **PACE – Mr. Marty Cooper, Director**
    - PACE students conducted a 5K/10K race and raised **$6,000** for the ICC Foundation for scholarships. In addition, the students raised **$2,500** for the Diabetes Center in Tupelo to provide community awareness of diabetes.

5. Fiscal Goal

The College will maintain sound financial management while focusing on programs and services vital to the mission of the College.

BUSINESS SERVICES – Mr. Jerry Senter, Vice President

- Worked with and received from our public auditors a "clean audit" for the fiscal year 2013-14. "Clean audit" is defined as one with no findings which need to be dealt with the business operation of the College and for which the opinion given by the auditors is unqualified.
- Provided financial recommendations which allowed the College to have a balanced budget during a time in which enrollments were dropping.
- Recommended change in policy regarding clarification of holiday, vacation and sick leave pay for all hourly employees.
- Developed and recommended a hiring guide for use when hiring non-faculty non-support staff employees not on the faculty salary guide nor on the support staff salary guide.
- Developed a system using Excel files to provide external contracted auditors a set of computerized combined financial statements to aid in the audit process and reduce the amount of man hours needed to produce the institution's financial statements to be audited.
- Recommended the necessary increases in fees and tuition to support the establishment of mini terms which were instituted this school year.
- Developed the financial plan to expand the system of dual enrollment allowing multiple area high schools to enroll students in classes which will give high school and college credits from the same course.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

- Received approval for the FEMA grant for the band hall safe shelter and for a five-year master plan to construct a physical plant and academic services building and renovate the Technical Education building, all at the Tupelo Campus.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- Received $350,000 grant from Blue Cross and Blue Shield Foundation for wellFIT 365 for the College.

ECONOMIC AND COMMUNITY SERVICES – Mr. James Williams, Vice President

- Purchased $760,000 in equipment from grant:
  - Robotic welding cells
  - Virtual welding simulators
  - Instrumentation training equipment

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

CAREER AND TECHNICAL INSTRUCTION – Mr. Tony Tice, Dean

- $285,000 ARC Transportation Enhancement Program Grant. Automotive Technology, Diesel Technology and Collision Repair Technology used 100 percent of the funds for new equipment purchase.

PRESIDENT –. Mr. Mike Eaton

Institutional Advancement – Mr. Jim Ingram, Director

- Twentieth annual ICC Bluegrass & Bar-B-Que Benefit Concert at Davis Event Center which raised $60,000 for the ICC Foundation.
- Second annual Tour de'Tanglefoot bike ride on the Tanglefoot Trail starting in Pontotoc which raised $15,000 for the ICC Foundation.

6. Growth Goal

The College will strive to achieve an annual enrollment increase.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- Increased Dual Credit Enrollments with all district high schools.
- Dual Credit/Dual Enrollments for Spring 2014, Fall 2014, and Spring 2015
  - **381** Classes
  - **299** Students
    - **275** Dual Credit Students, Spring 2014
    - **24** Dual Enrollment Students, Spring 2014

CAREER AND TECHNICAL INSTRUCTION – Mr. Tony Tice, Dean

- Worked closely with Workforce to engage potential employees to participate in internships for third and fourth semester students with a Make It In America grant.
- Participated in Kellogg Foundation Grant meetings and have planned for curriculum changes to make ICC eligible to receive Kellogg grant funds.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- Awarded $3,123,029 in institutional scholarships and $1,093,738 in other scholarships.

Student Affairs – Dr. Brad Boggs, Director

- The Indian Delegation conducted several individual campus tours since Aug. 30 and also hosted Baldwyn High School, Tupelo Vocational-Technical Center, Amory Vocational-Technical Center, Itawamba Vocational-Technical Center, Tremont High School senior class, Okolona Vocational-Technical Center, Okolona High School senior class, West Point High School senior class and the Pontotoc Vocational-Technical Center business and technology class.
- Indian Delegation meets weekly, and each member is assigned a weekly office hour to conduct tours and write postcards to junior and seniors in ICC's district high schools/vocational centers.
- Student Affairs worked collaboratively with College and Career Planning to sponsor and support the Tombigbee Counselor Association fall and spring meetings on both campuses – approximately 40 area high school and vocational counselors from the area attended the meetings.

- Spring 2014 - Student Affairs worked collaboratively with College and Career Planning to host the annual Career and Technical Education Scholars Luncheon at the Belden Center. The event honors area secondary career and technical students who scored 80 percent or higher on the MS-CPAS – approximately **130** people attended the event.
- Spring 2014 - The Tupelo Campus Career Center worked collaboratively with College and Career Planning to host a Career Boot Camp for students. The event provided various services ranging from resume´ proofing and mock interviews for students.

Student Recruitment & Scholarships – Mr. Larry Boggs, Director

- Scholarships awarded to entering freshmen for the 2014-15 school year include:
    - 28+ ACT Scholarship 43
    - 24-27 ACT Scholarship 159
    - 22-23 ACT Scholarship 164
    - Valedictorian/Salutatorian 19
    - Academic Scholarship 181
    - Regular Career Incentive 9
    - Special Career Incentive 12
    - Special Achievement 67
    - Leadership 461
    - Adult Learner 100

Financial Aid – Mr. Bob Walker, Director

Outreach

- Participated in the Annual College Goal Sunday programs throughout the ICC five-county district
- Visited area high schools and conducted financial aid workshops
- The Student Aid office scheduled FAFSA Fridays, beginning January 17, at both the Fulton and Tupelo campuses to assist prospective students with the completion of the Free Application for Federal Student Aid.
- ICC's Student Aid office and the office for Americas' Heroes (military education benefits) was open every Saturday morning during August 2014 and January 2015 at both the Fulton and Tupelo campuses to provide assistance.

7. Building Goal

The College will construct and improve facilities based on prioritized needs as funds become available.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Physical Plant – Mr. Thomas Bonds, Director

- Employed architect and completed design of new band hall and new physical plant building and for the renovation of the Technical Education Building at the Tupelo Campus.
- Demolished and cleaned up garage; interior finishes at the Rogers property.
- Interior finishes at faculty house 104.
- Demolished block house at 1952 Briar Ridge Road, Tupelo.
- Completed HVAC renovation in, interior renovation of the former Health Science Building, now Academic Building, at the Fulton Campus.
- Moved occupants of Business Education, Math and Speech Buildings into the Academic Building at the Fulton Campus.
- Completed construction at the entry of the football field.
- Designed and built the concession stand and restrooms at the soccer field and the soccer dugouts.
- Installed lighting on the sidewalk on Main Street near Sheffield Hall and additional lighting in the Sheffield Hall parking lot.
- Redesigned the baseball locker building.
- Designed and renovated the former Speech Building into Community Relations offices.
- Repaired and reinstalled the large entry sign at the Belden Center.
- Organized the auction.

8. Administrative Management Goal

The College will provide quality administration and management to the educational and support services of the College.

INSTITUTIONAL RESEARCH, EFFECTIVENESS & ACCOUNTABILITY – Ms. Liz Edwards, Director

- Completed the 2013 Report Card submission.
- Completed the ACT College and Career Readiness Career Preparedness nomination packet submission.
- Served on Instructional Policies Committee.
- Served on CIRE (Council of Institutional Research & Effectiveness).
- Served as MAIR (Mississippi Association of Institutional Research) Treasurer and attended and MAIR conference April 2015.
- Served as SACCR (Southeastern Association of Community College Research) Program Chair for 2015 and attended the conference in 2014.
- Attended MAC (Mississippi Association of Colleges) conference October 2015.
- Attended SACS-COC conference in December 2014 and the MCCB Summer Data Conference in June 2014.
- Peer reviewer for the Southern Association of Colleges Commission on Colleges.

STRATEGIC PLANNING AND ASSESSMENT – Ms. Amy Cappleman, Director

- The Student Evaluation of Instruction (SEI) was completed in the fall 2014 semester. The response rate was **76.2%** with **16,096** surveys completed for traditional and online classes.
- Implemented Scantron's Class Climate, a new survey system that will give ICC a nationally- recognized survey system that is flexible in meeting the College's needs for years to come. The new system has a technology connector with the Canvas learning management system that will allow expanded capabilities in the future.
- Conducted a college-wide training campaign on the College's annual planning processes, which consisted of nine sessions that allowed detailed training. As follow up, nine hands-on workshops provided planners with one-on-one assistance in designing their outcomes and entering them into the electronic system. This totaled 41 face-to-face hours in assisting more than 65 of the College's 72 planners.
- Expanded the new annual planning report/audit system that will improve monitoring of the College's annual and strategic planning results.

- The spring Mississippi CPAS (Career Planning and Assessment System) testing was conducted on the Tupelo and Fulton campuses April 6-9, during which **222** students took **323** occupation-specific exams. In the fall of 2014, **42** students completed **46** CPAS exams, which measure students' attainment in their respective programs.
- In the spring of 2014, managed the administration of the CAAP (Collegiate Assessment of Academic Proficiency) to 534 ICC sophomore students. This national exam measures student proficiency in the general education competencies of writing, mathematics, reading, critical thinking and science.
- In the spring of 2014, managed the administration of the Community College Survey of Student Engagement (CCSSE) to 846 ICC students.
- Worked with the Vice President of Instructional Services and the Director of Learning Resources to incorporate "information literacy" into ICC's general education competencies and annual planning.
- Coordinated and facilitated ICC's 2014-2015 Leadership Development Institute. Participants completed 24 hours of face-to-face training and instruction directly related to ICC's mission, policies, procedures and values as well as overall leadership skills and the history of the Mississippi community college system.
- Served as chair of the Strategic Planning Council, which provides guidance to the College's long-term planning process. A September 17-18, 2015 strategic planning retreat has been scheduled, and data gathering is being conducted in preparation for the retreat, for which Dr. Howell Garner, Executive Director of the Mississippi Community College Foundation, and retired President of Copiah-Lincoln Community College, will serve as facilitator.
- Served as chair of the Planning and Assessment Committee. During the 2014-2015 academic year, this committee has reviewed the College's five-year program and department review processes to ensure currency in assessment and is piloting the new process during spring 2015.
- Served on the Professional Development Committee and the Council of Institutional Research and Effectiveness (CIRE).
- Attended SACCR (Southeastern Association of Community College Research) September 14-16, 2014; MAIR (Mississippi Association of Institutional Research), April 10-11, 2014; the MCCB Summer Data Conference June 4-5, 2014, which focused on enrollment and audit data; and the SACSCOC Annual Meeting, December 5-9, 2014.

9. Professional Faculty Goal

The College will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Sara Johnson, Chair	V.P. of Instructional Services
Amy Cappleman	Director of Strategic Planning and Assessment
Denise Gillespie	eLearning Instructional Coordinator
Michael Holloway	Academic Advisor
Mande Miller	Director of Advising
Harold Plunkett	Dean of Health Science Instruction
Dr. Glenda Segars	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Michelle Sumerel	Dean of eLearning Instruction
Dana Timms	AEOP President, Fulton

Professional Development topics and speakers for 2014-2015 included:

Professional Development Sessions

Academic-General [22 Offerings]

- Learning Theory: The Basics
- Good Teacher Bad Teacher: Closing the Gap
- Curriculum Development
- Asperger's Syndrome: Understanding Students with Asperger's
- Disability Etiquette
- Starlink:

- Curriculum and Assessment Strategies to Improve Student Success
- Dress and Groom for the Workplace
- How to Handle Conflict and Confrontation
- Keeping the Classroom Relevant
- Subtracting Obstacles to Multiply Success Developmental Math: It All Adds Up
- What the Best Teachers Do in Class and Online
- Subtracting Obstacles to Multiply Success Developmental Math
- Rethinking Practices to Increase Retention and Completion
- Putting Technology in the Classroom
- FYI: It's About First Year Experience
- Keeping Em' Once You've Got'em, It's Everybody's Job
- Strategies for Student Ownership in Learning
- Improving Student Outcomes in Developmental Reading/Writing
- Adult Learning Strategies
- Boosting Enrollment and Retention Through Customer Service
- Mental Health on Campus
- Appreciative Advising Jennifer L. Bloom

<u>Academic-Math & Science [5 Offerings]</u>

- Astronomy/Meteorology Program
- UCAR Heliophysics Summer School
- Rollercoastering into STEM
- AP Statistics Exam
- Evolution in Education Teacher

<u>Academic-Nursing [39 Offerings]</u>

- NurseTime:
    - Best Practices for Improving Student Success and Retention
    - Ethics: Emphasis Across the Curriculum
    - Grading Papers and Care Plans
    - Delegation and Prioritization
    - Clicking: How to Bring the Classroom to Life

    - Simulation Today! A Round Table Discussion
    - Student Success 6-Pack
    - Concept Based Teaching: Six Strategies to Enhance Learning
    - Flipping the Classroom
    - Certified Nurse EducatorCM Prep Course
    - Promoting Academic Integrity
    - Mentoring New Faculty
    - Accreditation Success: Steps to the Future
    - Building Curriculum with a QSEN Framework
    - Director's Chair:-Succeeding with Sanity
    - Clinical Assessment 1:Medication Administration and Evaluation
    - Living Lectures: Alternatives to Power Point
    - Assessing and Promoting Students? Clinical Performance
- Nursing Negligence: Protect Yourself, Protect Your Patients
- Patient Safety: Increasing Awareness
- Plan of Care Education Q-1257
- Prehospital Trauma Life Support
- Seven Legal Tips for Safe Nursing
- Sigma Theta Tau International 2014 Region 8 Conference
- SimHealth Intermediate Instructor Training
- Statistical Analysis for Nursing Tests
- TB Surveillance & Testing Certification
- The Crime of the Century - Elder Abuse
- AD Nursing Faculty-Adaptive Quizzing; Importance of Remediation
- ASTRA-Scheduler Training
- Drug Administration through an Enteral Feeding Tube
- Elder Abuse: Weathering the Storm of Dementia
- Emergency Medicine Symposium
- Faculty Instruction for EPI pen Use
- Getting to the Root of Medication Errors

- Health Services Fundamentals 1 & 2
- Improving Process while Changing Practice
- Medscape
- Neonatal Resuscitation Online

Academic-English & History Divisions [4 Offerings]

- 2014 TYCAM-Open Casket: Viewing the Elements of Film as Literature
- Constitution Day
- Grading that Motivates and Retains Students
- TYCA-SE/50 Years Teaching Ourselves into History

CTE/Computer [6 Offerings]

- Introduction to Microsoft Power Point 2013 (Online)
- Class Climate
- Mobile Learning 14'
- Computer Assistance System
- SOLDMATIC-Welding Simulator
- ADOBE: PremierPro CC/After Effects

eLearning [13 Offerings]

- Camtasia Training for Lead Online Instructors
- Technology Tool Kit for Student Success-Fall14 required
- High Quality Instruction Training
- Basic Canvas and SmarterProctor
- World Wide White Board
- Canvas Grade Book Training
- MSVCC 2014 eLearning Association Retreat
- Canvas Grade Book
- MSVCC 2014 eLearning Association Retreat
- NetTutor Demo
- Quality FeedBack-SPR15 required
- ET Reveal MSVCC

10. Human Resources Development Goal

The College will provide appropriate training and professional development to maintain employee competence and productivity.

Human Resources – Mr. Tim Senter, Director

- Conducted 30 exit interviews with retirees and non-returning employees.
- Conducted two new employee group orientations, consisting of 23 employees and other individual new employee orientations.
- Offered a series of professional development presentations regarding benefits for employees.
- Maintained over 500 applicant applications.
- Maintained an estimated 420 full-time and 200 part-time employee files, hard and electronic copy.
- Electronically uploaded part-time, full-time and applicant files to PaperVision.
- Help organize and manage the Recognition of Excellent, Support Staff Employee Award.
- Helped revise board policy concerning Leave Time.
- Revised benefits within the Cafeteria Plan to expand coverage at a lower cost.
- Chaired Insurance Committee and Scholarship Appeals Committee.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Sara Johnson, Chair	V.P. of Instructional Services
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Denise Gillespie	eLearning Instructional Coordinator
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Dr. Glenda Segars	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Michelle Sumerel	Dean of eLearning Instruction
Dana Timms	AEOP President, Fulton

Professional Development topics and speakers for 2014-2015 included:

Professional Development Sessions

Administrative [17 Offerings]

- Recruiting Campus Wide
- Phone and Email Etiquette
- Microsoft Word 2013
- Microsoft Outlook 2013
- Microsoft Excel 2013
- FERPA 101
- Emergency Procedures
- Annual Planning Training
- Dr. David Lee - See what Others Don't See
- Dress & Groom for the Workplace
- Delivering Exceptional Customer Service

- Make A Good First Impression
- Moving from Good to Great: Where Does Great Performance Come From?
- Better Business Writing & Email Management
- Building Communication & Work Relationships
- PERS Basics
- Career Game

Work Specialty Areas [5 Offerings]

- Designing & Installing Pex Piping
- State Aid Enrollment and Grade-411
- ISIR Process and Verification
- Dynamics of a Health Care Facility
- The Mandt System

Wellness [10 Offerings]

- WellFit 365 - Get a Spring in Your Step: Make Healthy Choices
- WellFit 365 - Control Your Portions
- WellFit 365 - SuperFoods
- WellFit 365 - Splash into Summer: Staying Hydrated
- Stress Management
- Stress Relief
- Staying Positive in the Workplace
- Ergonomics-Watch Your Work Posture
- AEOP-Breast Cancer Awareness
- Drugs in the Workplace - Prescription Drugs

Emergency Preparedness and Violence Prevention [18 Offerings]

- Protecting Employees During Severe Weather
- NE MS Law Enforcement Training-Officer Involved Shooting
- Taser Certification Class
- Preparing for Severe Weather
- Mock Drill Tupelo Campus

- Firearm Qualifications
- FEMA
- Tactical Building Searches of Active Shooter
- Violence Against Women Awareness Program
- Interviews in Sexual Assault Investigations
- Medical and Forensic Aspects of Sexual Assaults
- Vicarious Trauma to the First Responder in Sexual Assault
- ICS for Single Resources & Initial Action Incident, ICS-200
- Sexual Harassment
- Cultural Diversity/Sexual Harassment
- Clery Act Training
- Recognizing Hostile Behavior in the Workplace
- Personal Safety & Defense

11. Public Relations Goal

The College will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the College, both within the community it serves and the education community at large.

COMMUNITY SERVICES – Dr. Jan Reid-Bunch, Executive Director

- State coordinator for the Women in Higher Education Mississippi Network (2013-15). ICC hosted the annual leadership conference at the Belden Center.
- Speaker for the NEWMS annual meeting and Public Relations Association of Mississippi.
- Coordinated numerous special events including the ICC Tailgate event and the luncheon for North Mississippi legislators.
- Assisted in the promotion and event coordination of the MACJC Legislative Luncheon.
- Restructured and reorganized former departments of public relations, sports information, alumni and foundation into Community Relations; restructure of alumni and foundation offices with accountability reporting.
- Oversight and development of expanded homecoming activities; the redesign of the alumni/foundation magazine to a joint publication, Newsnotes to Inside ICC; redesign of the website; the mobile app and launch campaign; revised caller hold message; economic impact video; social media sites (Itawambacc, ICC Alumni, ICC Foundation, letsgoicc.; and Positively ICC.
- Expanded branding with two static billboards and a digital billboard presence at Barnes Crossing intersection.
- Oversight and coordination of Pack the House and student theme nights for home basketball games.
- Oversight of cover development of the 2014 President's Report.
- Oversight and development of alumni/foundation monthly newsletter and financial initiatives and databases.
- Employed new director of development, Tyler Camp.

Ms. Kim Wiygul-Williams

- Assisted in the development and implementation of the Community Relations work order system; tested new workflow process.
- College Public Relations Association.
- Completed 16 large magazine/programs/reports/booklets projects; 204 stock, event and sports photo shoots; 28 outdoor billboards and skyscraper banners; 51 formal photo shoots.

- Created 12 cards, 19 posters and signs, 20 forms, 23 logos and stickers and 8 mailers/brochures.
- Designed 1 car wrap, 1 mobile app template, 10 ads, 10 web banners/log in screens/email blasts, 5 t-shirts, 6 letterhead and envelopes.
- Developed photo restructure plan, pool of student models and developed and maintained ICC Images website.
- Implemented online posting of yearbooks.
- Provided images for This Week at ICC webpage, monthly photo assignment calendar.
- Researched/purchased needed photography equipment.
- Yearbook supervision; interviewed/hired editors.

Ms. Donna Thomas

- Attended WHEMN 2014, College Public Relations Association of Mississippi and MACJC Inter-Alumni Association; teleconferences on Career Coach and for reporters, editors and advisers with Attorney General Jim Hood.
- Projects: assisted in OCR compliance submission; sent in excess of 200 news releases and posted on ICC's website; revised program information for the website; compiled student honors; wrote stories for all magazines and the annual president's report; developed 100 reasons to attend ICC and the selection criteria for Positively ICC; fast facts for distribution to the media; provided monthly news release section of the President's Report; resolutions and plaques for special events; scripts for athletic contests; revision of two handbooks and camp forms; and facilitated student quotes for the Mississippi Community College Faculty Association.
- Investigated software for production of the Chieftain.
- Supervised the Chieftain staff.

Ms. Maggie Caldwell

- Assisted with multiple special events; participated in Involvement Fairs; social media for College events, provided social media training; **92** web banners; **9** banners; **16** photo sessions; camp brochures and photos; **12** brochures; **42** skyscrapers; coverage of the bluegrass concert; **15** graphics; **9** covers; Chieftain images; dinner theatre images; **3** logos; t-shirt designs; **16** ads; **12** videos; and yearbook photos.

Ms. Amy Brown

- Created/distributed Inside ICC weekly newsletter; created/ordered business cards and magnetic name tags for all locations.
- Learned InDesign software.
- Projects included designs associated with athletics, career and technical education programs; College Prep Guide ad; dual credit card; early childhood center, pocket schedule; Miss ICC event; and summer camps.

Ms. Tilda Bouchillon

- Member of the Association of Educational Office Professionals, Mississippi Banner Users Group, WHEMN executive committee (treasurer) and steering committee.
- Attended MBUG 2014, WHEMN 2014.
- Member of ICC mobile app Beta Testers group, Positively ICC selection committee.
- Projects included assistance with Blue Cross & Blue Shield grant; distributed revised Standards Manual; assisted with organization of the Legislative Luncheon and the MCCB Luncheon; updated/revised procedures and processes for Community Relations.
- Collaborated with TIS to update forms in the work order system.
- Completed PowToons online training.

Institutional Advancement – Mr. Jim Ingram, Director

- Assisted with broadcasting football and basketball games.
- Attended MACJC Inter-Alumni conference in Columbus.
- Projects: educational stipend information to faculty and staff; gifts to Regional Rehab; establishment of three scholarships; meetings with individuals to obtain memorabilia for the alumni room and for the purchase of Walk of Memories bricks; participated in a Foundation webinar for fundraising; and facilitated the 2015 Warpath Run and Tanglefoot Trail Bike Ride.

Foundation Board of Directors

President – Ms. Teresa Hooker, Tupelo
Vice President – Mr. Rayburn Parks, Houston
Secretary – Mr. Jim Ingram, ICC
Treasurer – Mr. Jerry Senter, ICC
Immediate Past President – Mr. Jim Mounce, Tupelo

Mr. Donald Baker, Amory	Ms. Chuck Howell, Pontotoc
Mr. Alan M. Bank, Tupelo	Mr. Ernie Joyner, Tupelo
Mr. Bobby Barnes, Marietta	Mr. Paul "Buzzy" Mize, Tupelo
Mr. Ron Boozer, Aberdeen	Mr. Buddy Montgomery, Pontotoc
Mr. Mark Burleson, Tupelo	Mr. Larry Pate, Fulton
Mr. Chuck Carson, Houston	Mr. Aubrey Patterson, Tupelo
Mr. Johnny Crane, Fulton	Ms. Julie Randle, Amory
Dr. Jason Digby, Fulton	Mr. Jerry A. Reese, Amory
Mr. Mike Eaton, ICC	Mr. Jerry Robbins, Pontotoc
Mr. Hassell Franklin, Houston	Mr. Billy Wheeler, Tupelo

Alumni Association Officers and Directors

President – Monica Aldridge of Tupelo
President-elect – Melba Applewhite of Tupelo
Secretary/Treasurer – Donna Thomas of Belden
Immediate Past President – Dr. Amanda Summers of Mantachie
Director of Development – Tyler Camp, ICC

Chickasaw County
Martha Gordon of Okolona
John Lee Lyles of Houston

Itawamba County
Joey Cox of Fulton
Karen McFerrin of Mantachie

Lee County
W. E. Boggs of Saltillo
Tammy Harrington of Tupelo

Monroe County
Bunky Goza of Amory
Tommy Griffith of Amory

Pontotoc County
Lee Hatcher of Pontotoc
Chuck Howell of Pontotoc

Out of District
Jeff Cagle of New Albany
Bobby Griffin of Booneville

Permanent Committee
Richard Davis of Fulton
Rep. Bill Miles of Fulton
Melba Aron of Houlka
Robert Goza of Houston
Bill Jackson of Pontotoc
Norma Kilgore of Houston
Delbert Turner, Jr. of Baldwyn
Bobby Mooneyham of Houston
Noel McWhirter of Pontotoc
Larry Page of Fulton
Gary Walker of Tupelo

Sports Information, Public Relations & Marketing – Mr. Adam Gore, Director

- Assisted in the development of a MACJC football call-in show with JUCO Weekly, in the organization of the MACJC Football Preview section for Mississippi Gridiron Magazine, the NJCAA with various articles and in the development of the NJCAA "In Memoriam" issue of the NJCAA Review.
- Assisted with multiple special games in basketball, softball and football; webinars on updates to Presto's website development; researching and compiling information on women's soccer for ICC's website; collaborated on the Tupelo High School football pregame show; created videos; hosted "Our Town" radio show on SuperTalk; introduced the 2014-15 hashtag, #ChopNation; led the leadoff banquet project; professional development for Adobe Premiere and Photoshop; researched/revised/updated athletic information on ICC's website; worked at both the MACJC state basketball and softball tournaments; numerous releases for TV and/or radio in the 10 intercollegiate sports; and ad campaigns for Bluegrass and BBQ and fall semester registration.

Mr. Lee Adams

- Assisted WTVA and WCBI in information-gathering for special athletic events.
- Assisted with hype videos - both audio and video.
- Updates for Indians at the Next Level and NFL and for athletic facility website pages including photos of facilities.
- Projects: 5 website page updates, athletic previews and games coverage, sports social media and live streaming, scripts, themes and outlines.

Mr. Raphael Henry

- Scheduled practice report interviews; trained students to video shoot athletic events.
- Projects: assisted with athletic signing days in all sports, videos including the I Got Spirit video sports, live streaming (basketball, football and soccer games), players' post game reports, promotional videos on WE stream to WCBI and WTVA, and content uploads to the website and YouTube.

12. Cultural and Recreational Goal

The College will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation

Athletics – Ms. Carrie-Ball Williamson, Director

- The Lady Indians basketball team clinched the North Division title and played in the MACJC state tournament at Copiah-Lincoln Community College on February 23.

Student Activities – Mr. Tyrone Fox, Director

- Homecoming Week activities.
- Black History Month programs.
- Food Drive.
- Intramural sports including beach volleyball, flag football, basketball, softball, disc golf tournament.
- Movie nights.
- Bingo.
- Cookouts.
- Card tournaments.
- Indian Idol.
- Two videogame tournaments.

Events Technology – Mr. Seth Shelnut, Director

- Assisted the directors of choir, band, jazz band, CenterStage and various other ensembles with their class setups, recording rehearsals and sending them the audio, enabling instructors to resolve issues during the next rehearsals.
- Obtained new Neo Lighting consoles.
- Hosted numerous pageants, movie nights, presentations, etc.
- Set up the Lecture Demonstration room for crowd overflow from the auditorium so that everything that is happening on stage can be viewed in the LDR.

- Traced wires through the wall and ceiling to the dressing rooms providing audio which is very helpful for CenterStage and other performers.
- Utilized room 300 in Fine Arts to relocate the steel drums from the Child Development room for a more efficient setup.
- Manage the social media accounts for ICC Stage (Facebook, Twitter, Instagram, YouTube and Ustream).
- Purchased a new iPhone 6 with camera enabling recording of concerts that occur outside of the auditorium. Recorded ICC's Wind Band performance at the DEC for NEMBDA and ICC's Choir performance at the North Mississippi Symphony Orchestra for the Elvis concert, utilizing this footage to advertise for ICC's various performing groups and made DVDs for the choir members.
- Streamlined music majors' performances, uploaded to YouTube under private accounts, providing instructors with the ability to critique student performance.
- Volunteered to do movie nights during the snow days for students.

13. Service Goal

The College will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

ECONOMIC & COMMUNITY SERVICES – Mr. James Williams, Vice President

Adult Basic Education – Ms. Jan West, Director

- Launched the new 2014 Computer-Based GED test in January 2014.
- 391 students earned a GED credential from July 1-December 31, 2013.
- GED credentialed students enrolled in postsecondary classes at ICC:
    - Summer 2013 – 109 students
    - Fall 2013 – 489 students
    - Spring 2014 – 552 students
- **Julia Houston**, ABE Coordinator/Trainer, was selected to be a member of the MCCB ABE Professional Development Common Core Reasoning Through Language Arts team.

Continuing Education – Mr. Scott Blackley, Director

- The Department of Continuing Education offered **273** non-credit classes, seminars, workshops and short-term career training programs in the past year to meet the professional, career and personal enrichment needs of residents in the ICC district. Total enrollment for the programs was **4,021** with an additional **1,550** CEU certificates awarded to area teachers. In addition to regular continuing education classes, the department hosted the North Mississippi Regional VEX Robotics Competition, an Advanced Manufacturing Camp for local youths ages 12-16, a Summer Institute for Educators and a book fair in conjunction with the Christian Appalachian Project.
- Partnerships with the North Mississippi Medical Center, United Way of Greater Monroe County and Tenn-Tom Youth allowed the department to offer an additional five nursing assistant classes (with a total enrollment of 71) in Lee, Monroe, Itawamba and Chickasaw counties.
- The Department of Continuing Education also sponsors the Center for Creative Retirement in which **683** senior adults from ICC's district participated in **24** classes, **8** trips and five Reading Roundtables featuring local authors.

Workforce Investment Act (WIA) – Mr. Brad Gates, Director
Workforce Training – Ms. Lee Oswalt, Workforce Director

- The ICC WIA Team works in partnership with the Three Rivers Planning and Development District and provides services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by reaching out into the communities served through the local WIN Job Centers. The services provided include Individual Training Accounts, On-the-Job Training, work searches, WorkKeys testing, onsite computer classes and ABE/GED classes.
- As of January 31, 2015 these centers have served the public as follows:
    - Amory **3,732**
    - Belden **16,700**
    - Pontotoc **8,178**
    - Houston **8,462**
- The On-the-Job Training program has served approximately **248** individuals and **18** companies with **$330,000** of reimbursements obligated or paid.
- Individual Training Accounts, which assist with tuition and other extraordinary expenses, have been provided in all counties. Eighty participants have received service through February 28, 2015 with **$67,215** being provided in reimbursements.
- Counseling to Career (C2C) is in its fourth year of operation. C2C serves area youths ages 18-21 by assisting with the acquisition of various skills to aid them in becoming more employable. At the completion of five weeks of classroom and smart lab training, participants are eligible for paid work experience. Youth services have been provided for approximately **95** individuals with **29** companies serving as work sites.
- Make It in America internships have been provided to **21** Career and Technical students in various fields, with **12** companies serving as worksites. This program provides valuable experience in their respective fields of study while allowing employers to observe students in their own company environment without expense.
- WorkKeys assessments have been provided to approximately **2,322** individuals which resulted in **1,842** credentials. Credentials earned include Platinum, **2**; Gold, **211**; Silver, **1,037**; and Bronze, **592**.
  ICC is the largest testing center in the state.
- SNAP Employment and Training grants have been provided to approximately **10** people to-date. These grants are available to SNAP recipients to assist when PELL Grants are exhausted or otherwise unavailable. Primarily career and technical programs and short-term (non-credit) programs are eligible to participate. Most would not be able to attend/complete in the absence of this funding. Tuition is covered at 100 percent, and books at 50 percent.

- ICC has purchased through grants **$760**,**000**:
    - Robotic welding cells
    - Virtual welding simulators
    - Instrumentation training equipment
- ICC workforce trainers received certificate of training for ISO 14001:2004, TS16949 Auditor, and ISO 18001.
- Implemented Jumpstart five-week schedule at the Belden Center day location, blending services of WIA Counseling to Career, WIA Adult Services and Workforce Training, utilizing both seated classes and Polycom video conferencing classes to students in ICC's five-county district.
- The Belden Center received a grant to host two VISTA workers to assist with serving clients.

Itawamba Community College

Foundation Contributors & *Distinguished Donors

ADTRAN Inc.
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